

Job Title:	Mental Health Practitioner - EITSS	
Job Grade:	E	
Reports To:	Team Leader	

Service Overview:

Our Early Intervention and Targeted Support Services (EITSS) provide prevention, early intervention and targeted mental health and emotional wellbeing support for children, young people and families.

Working across community and education settings, our locality based, skill mixed teams support children and young people experiencing mild to moderate mental health and emotional wellbeing difficulties. We provide timely, evidence based interventions and support that respond to individual need, helping children and young people to manage their emotional wellbeing, build resilience and develop the skills to stay well.

EITSS works collaboratively with children, young people, families, education settings and partner organisations as part of a wider system of care. Through direct intervention, consultation, navigation and joined up working, we help ensure children, young people and families can access appropriate support at the right time while promoting informed choice and positive engagement with their care.

Through accessible, flexible and child centred approaches, EITSS aims to improve mental health and emotional wellbeing, prevent difficulties from escalating and support children and young people to achieve positive outcomes within their families, education settings and communities.

Job Purpose:

The Mental Health Practitioner will work as an autonomous and accountable practitioner within a skill mixed team, providing high quality, evidence based mental health support to children and young people experiencing mild to moderate mental health and emotional wellbeing difficulties.

The post holder will undertake assessments and hold a caseload, planning, delivering, monitoring and evaluating structured, therapy informed interventions. They will use their knowledge and skills in psychological therapies, including approaches such as Low Intensity Cognitive Behavioural Therapy, and use outcome measures to inform their work and support positive outcomes.

Working collaboratively with children, young people and families, the post holder will provide navigation support to help them access the most appropriate services and contribute to the integrated Duty System. They will work closely with education settings, professionals and partner organisations, providing advice and consultation to support effective, joined up care.

The post holder will also provide supervision to Emotional Wellbeing Practitioners and contribute to safe and effective practice across the team. They will recognise, manage and appropriately escalate risk and safeguarding concerns, ensuring their work is delivered in accordance with clinical governance requirements and professional standards.

Key Duties and Responsibilities:

1. Operational

- 1.1** Assess and deliver a range of structured evidence based interventions and psychoeducational tools to children and young people with low level emotional wellbeing and/or mild to moderate mental health needs, including digital interventions.
- 1.2** Provide navigation support to children, young people and families to ensure they are able to access the most appropriate service, including contributing to the delivery of an integrated Duty System.
- 1.3** Support and empower children, young people and families, partners and education staff to make informed choices about the interventions being offered.
- 1.4** Respond to identified risk and work within agreed risk management processes and procedures.
- 1.5** Act upon and escalate concerns and incidents, including disclosures relating to risk and safeguarding, in line with role and competency level.
- 1.6** Manage a caseload of children and young people with mild to moderate emotional wellbeing and mental health needs.
- 1.7** Maintain clear, accurate and professionally coherent records of activity in line with relevant health and education service protocols, using records and outcome data to inform clinical decision making.
- 1.8** Complete all requirements relating to data collection.
- 1.9** Continue to apply learning gained from relevant professional programmes within clinical practice.
- 1.10** Prepare and present caseload information to supervisors within the service on a scheduled basis to support safe practice and meet clinical governance requirements.
- 1.11** Respond to and implement appropriate recommendations arising from clinical supervision within practice.

- 1.12** Ensure professional practice is maintained in accordance with Compass policies, procedures, relevant professional standards, recommendations and guidelines.
- 1.13** Communicate and share risks or concerns relating to the safety and wellbeing of individuals with appropriate parties to maintain individual safety and the public interest.

2. Developing and Maintaining Relationships

- 2.1** Work in partnership with children, young people and families, partner organisations and education staff to deliver holistic, joined up care.
- 2.2** Attend multidisciplinary and multi-agency meetings as appropriate in relation to the health and wellbeing of children, young people and families.
- 2.3** Be an active member of the team and demonstrate Compass' values through professional practice.
- 2.4** Develop and sustain effective working relationships with partner agencies in accordance with relevant joint working arrangements and service level agreements.
- 2.5** Take ownership and actively contribute to the development of sustainable partnerships and care pathways.
- 2.6** Provide advice and consultation support to professionals and education staff within the locality and across the wider service as appropriate

3. Managing Resources

- 3.1** Provide supervision to Emotional Wellbeing Practitioners, supporting safe and effective practice within the skill mixed team.
- 3.2** Contribute to the support, supervision and training of volunteers, trainees and non-paid staff

4. Managing Self

- 4.1** Prioritise own workload within agreed objectives using your own initiative.
- 4.2** Take responsibility for own learning and professional development in line with Compass' Learning and Development framework.
- 4.3** Take responsibility for your own and others' health and safety in the working environment.
- 4.4** Promotes equal opportunity and diversity within Compass.
- 4.5** Ensure that confidentiality is upheld at all times in line with Compass policy.

4.6	Ensure safeguarding responsibilities are delivered in line with role and competency level.
4.7	Works in accordance with Caldicott principles and Data Protection principles and adheres to all relevant Compass policies, procedures and guidelines.
4.8	To act as a role model in applying good infection control prevention and control policy and practice within Compass.
4.9	Participate in the Compass performance review process and respond to agreed objectives.
5. Flexible Approach	
5.1	To undertake such other duties or requirements, including evening or weekend working where required, as may be reasonably expected in accordance with the grade of the post and agreed with the line manager.
Financial Responsibilities: None	
People Responsibilities: None	

Qualifications, Experience and Knowledge:
ESSENTIAL
<u>Qualifications</u> - Core professional and/or clinical qualification, for example Education Mental Health Practitioner (EMHP), Children's Wellbeing Practitioner (CWP) or Primary Mental Health Worker (PMHW), with associated professional registration as appropriate. <u>Experience</u> - Experience of working with children, young people and families facing mental health and emotional wellbeing challenges. - Experience of working therapeutically with children and young people with mild to moderate mental health needs. - Experience of delivering evidence based psychological interventions for anxiety and low mood in children and young people.

- Experience supporting children, young people and families to improve their skills, knowledge and confidence in the self-management of mild mental health and emotional wellbeing difficulties.
- Experience of working with children and young people, their families and others.
- Experience of working and liaising with a wide variety of agencies and stakeholders.

Knowledge

- Knowledge of safeguarding issues.
- Knowledge of capacity and consent issues, including Gillick competence.

Personal

- Ability to carry out one to one therapeutic emotional wellbeing interventions with children.
- Ability to provide one to one therapeutic emotional wellbeing advice and support to families.
- Ability to take appropriate action to mitigate or manage risk.
- Excellent oral and written communication skills.
- Excellent time management and organisational skills.
- Able to work all year round and flexibly as part of a team to best meet business need.
- Ongoing commitment to maintain professional registration requirements.

DESIRABLE

Qualifications

- Youth Mental Health First Aid trained.

Experience

- Experience of monitoring and recording outcome measures for children's emotional wellbeing.
- Experience of working in education, community and/or social systems and environments where there may be conflicting priorities or agendas.

- Experience of working with looked after children.
- Experience of working with other vulnerable groups.

Key Competencies/Personal Attributes:

The post holder must demonstrate strengths in the following competency areas:

- **Team Player** – able to work as part of a team, co-operate to work together and in conjunction with others and willing to help and assist whenever possible and appropriate.
- **Interpersonal skills** – able to develop, establish and maintain positive relationships with others both internal and external to the organisation.
- **Strategic Thinking** – able to identify and manage risk.
- **Confidence and Presentation Skills**– able to deliver messages in a confident manner, with excellent presentation skills and group work skills.
- **Communication skills** – excellent communication skills (both written and verbal) and ability to adjust communication style and content to the audience.
- **Resilience and Workload Management** – able to work under pressure, dealing with peaks and troughs in workload and see tasks through to completion when under pressure.
- **Flexible & Adaptable** – positive attitude to dealing with change; flexible and adaptable, and open to exploring new ideas.
- **Self-awareness** – ability to empathise with others, maturity to admit and rectify mistakes and strong degree of personal integrity to adhere to acceptable standards of behaviour.
- **Motivated** – highly motivated and reliable and organised to plan and meet deadlines and manage time effectively.

Compass Values:

The post holder must demonstrate exemplary behaviour in all Compass values, personifying the values and inspiring all colleagues to do the same:

We are Solution Focused

We believe in the art of the possible
We believe in being courageous and collaborative

We Act with Integrity

We believe our actions speak louder than words
We believe in asking for and offering help

We are Consistent & Reliable

We believe tenacity leads to success
We believe that no effort goes to waste

We Value Each Other

We believe in treating others as we expect to be treated
We believe everyone has something to contribute regardless of role

Safeguarding:

The post holder must demonstrate and share our commitment to Safeguarding:

- Work proactively to safeguard and promote the welfare of children, young people and vulnerable adults.

Equality, Diversity & Inclusion:

The post holder must demonstrate and share our commitment to EDI:

- Actively support a safe, inclusive team culture where colleagues and service users of all backgrounds feel respected and empowered.

Compass is committed to promoting the welfare of all those we serve, as well as complying with best practice in the application of safeguarding and we expect all staff and volunteers to share our commitment. As part of our safer recruitment process, an enhanced DBS check will be undertaken before appointment as part of our pre-employment checking process and will be rechecked as and when determined by Compass. For further information about what is required in this process please go to www.gov.uk/disclosure-barring-service-check.

Compass is also committed to equal opportunities and expects all those employed or who volunteer to share our commitment.